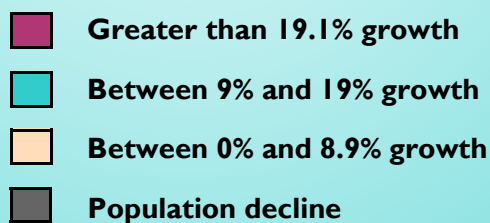
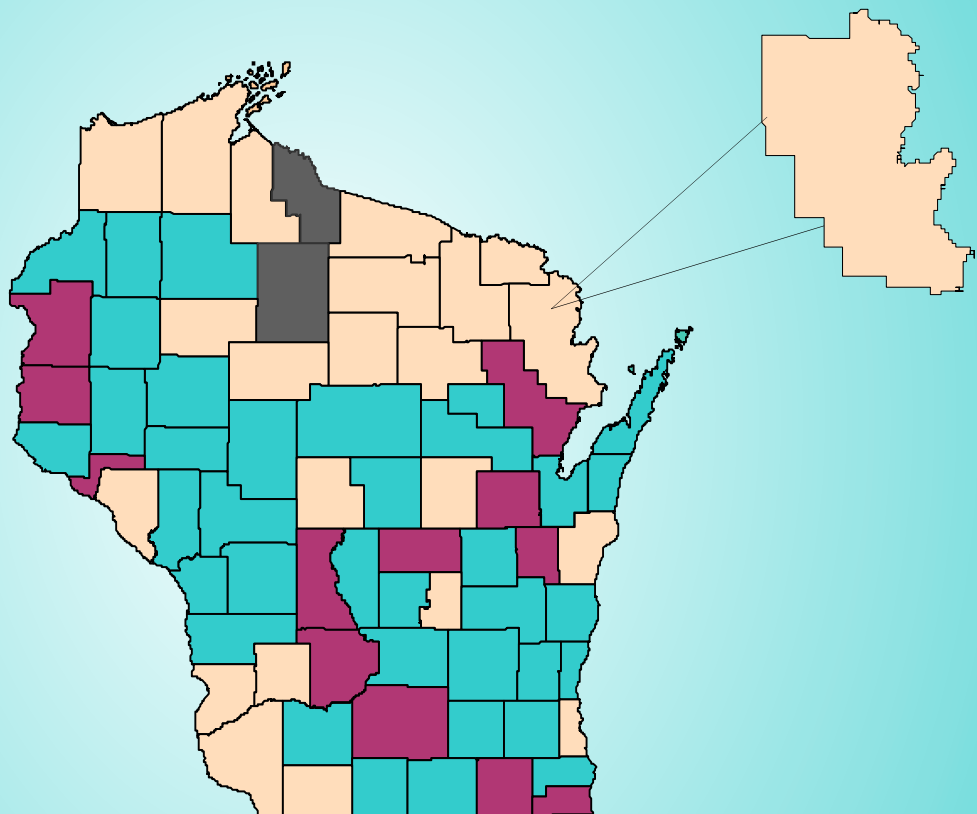


Marinette County Workforce Profile

Projected population growth from 2000 to 2020



Source: Wisconsin Department of Administration, Demographic Services Center.
Statewide population growth is projected to be 13.9 percent from 2000 to 2020.

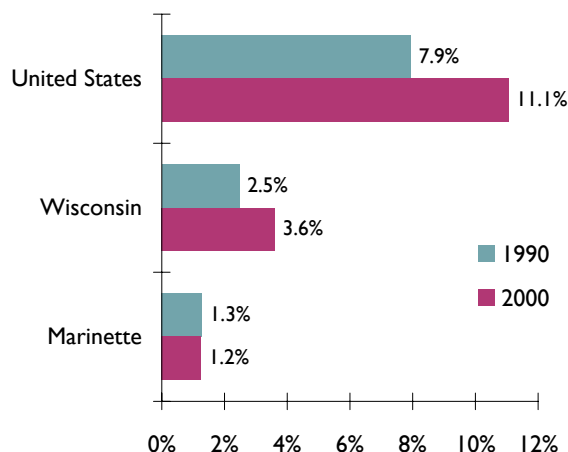


County Population

The population in Marinette County has increased 1.0 percent since the 2000 census. This represents an increase of 420 individuals during the last two years. The pace of growth in the county remained below the growth rate of the state at 1.7 percent and the nation at 2.0 percent during this period. This is similar to the last decade when the population in Marinette County grew at a slower rate than the State of Wisconsin and the U.S. During that time, the State increased in population by 9.65 percent compared to 7.0 percent for the county which added 2,836 residents during the decade.

The growth rate for the county being less than the state during the last twelve years indicates differences between the county and state. One of these differences is the source of population growth. All of the county's growth has come from people moving to the county. This is partly the result of a large portion of the current population in the county who are past the prime child bearing years. The older population has a impact on natural increase (births minus deaths). This limits growth to largely in-migration as the number of deaths in the county surpassed the number of births recorded during the last two years. This goes back through the last decade. With an older population in the county, the area's labor force and the demand for services needed by the population are also affected.

Share of Foreign-born Residents

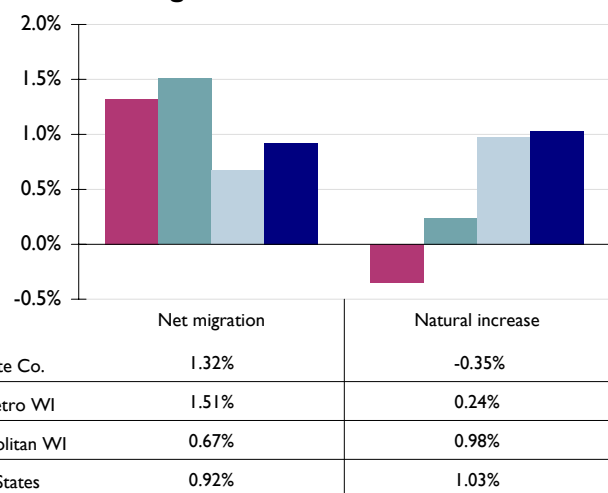


Source: US Dept. of Commerce, Census 2000, Summary file-4, QT-P14

Total Population

	April 2000 Census	January 1, 2002 estimate	Percent change
United States	281,421,906	286,923,000	2.0%
Wisconsin	5,363,701	5,453,896	1.7%
Marinette County	43,384	43,804	1.0%
Largest Municipalities			
Marinette, City	11,749	11,700	-0.4%
Peshigo, Town	3,702	3,780	2.1%
Peshigo, City	3,474	3,525	1.5%
Stephenson, Town	3,065	3,125	2.0%
Porterfield, Town	1,991	2,038	2.4%
Niagara, City	1,880	1,868	-0.6%
Grover, Town	1,729	1,760	1.8%
Pound, Town	1,367	1,382	1.1%
Dunbar, Town	1,303	1,258	-3.5%
Wausaukee, Town	1,196	1,202	0.5%

Net migration and natural increase



Source: Wisconsin DOA, Demographic Services Center & US Census Bureau

The decline in population from natural causes was offset with an increase of population from in-migration. While the percent of increase through net migration was higher than the state average of .94 percent, it was below the average for other non-metro areas in the state which had an increase of 1.51 percent. Many of the individuals moving to the area are at or near retirement age, so rather

(Continued on page 2)

Marinette County Workforce Profile

Population Projections by Age Groups in Marinette County

	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
2000																
Male	1,123	1,394	1,667	1,762	1,081	984	1,171	1,627	1,846	1,682	1,429	1,266	1,119	993	845	1,426
Female	1,099	1,282	1,585	1,628	1,082	971	1,178	1,709	1,729	1,596	1,382	1,243	1,122	998	925	2,440
2005																
Male	1,079	1,180	1,451	1,633	1,357	1,106	1,027	1,243	1,690	1,898	1,754	1,511	1,313	1,112	903	1,521
Female	1,031	1,155	1,336	1,560	1,302	1,177	1,021	1,222	1,734	1,761	1,653	1,469	1,284	1,069	921	2,402
2010																
Male	1,131	1,120	1,215	1,416	1,252	1,384	1,154	1,092	1,294	1,742	1,995	1,863	1,584	1,325	1,026	1,643
Female	1,081	1,071	1,191	1,311	1,243	1,403	1,239	1,061	1,240	1,769	1,829	1,764	1,533	1,234	987	2,365
2015																
Male	1,182	1,154	1,142	1,171	1,069	1,263	1,422	1,213	1,125	1,321	1,815	2,102	1,932	1,595	1,221	1,820
Female	1,130	1,104	1,093	1,158	1,033	1,330	1,455	1,277	1,068	1,257	1,824	1,933	1,826	1,468	1,132	2,389
2020																
Male	1,188	1,194	1,170	1,092	875	1,070	1,287	1,479	1,241	1,142	1,374	1,909	2,178	1,939	1,470	2,099
Female	1,135	1,142	1,120	1,058	908	1,102	1,372	1,489	1,280	1,079	1,296	1,926	1,994	1,745	1,344	2,554

Source: Wisconsin Dept. of Administration, Demographic Services, October 2003

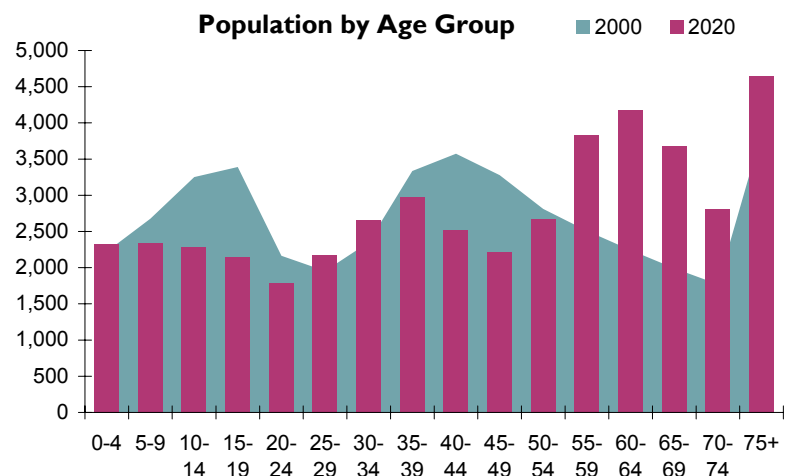
than adding to potential workers in the area, they may be looking for additional services in the years to come.

Within the next five to six years, it is expected that there will be a larger portion of the county's population turning age 65 than age 18. This will affect the number of workers available to fill jobs. This in turn may affect the retention of employers in the area as well as the recruitment of new businesses as the county will face the possibility of a declining labor force.

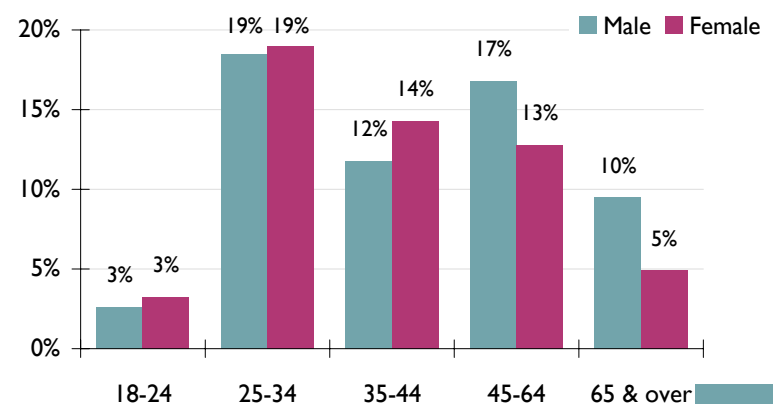
The Marinette County population by age groups chart reflects the shift in the age of the county's population during the next 17 years. By that time a very high portion of the population will be age 55 and above and will be nearing retirement.

There will be a smaller population at the lower age groups to replace these workers.

It is interesting to note that the percent of males and females with a bachelor's degree or above are equal between men and women through age 34, while those at age 35 and above have a higher percent of men with degrees. This is fairly consistent with state and national statistics that indicates that about 65 percent of college graduates are women.



Percent of age group with at least a Bachelor's degree in Marinette County



Source: US Dept. of Commerce, Census 2000, Summary file 4, QT-P20

Labor Force Characteristics

The U. S. Bureau of Labor Force Statistics defines the labor force aged population as the sum of all employed and unemployed persons who are 16 years old and older. (People who are not working includes individuals who are unemployed and who are not in the labor force. Examples of people who are neither working, nor considered unemployed, are retirees and other residents who choose not to work.) Therefore the county's labor force is just a subset of the its population that represents this group. In this publication we are just looking at a single snapshot of the labor force at a given point in time. The labor force in most areas is very dynamic, expanding and declining with the seasonality of the area as well as it is influenced by the national economy.

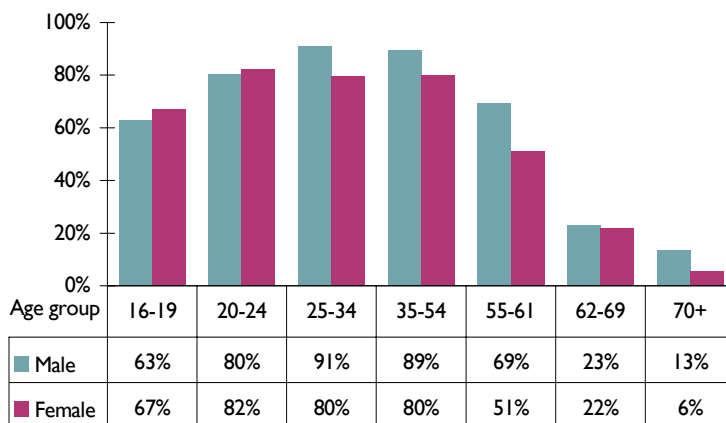
The participation rate is the number of individuals of labor force age either looking for work or are employed, divided by the total number of residents of labor force age. The participation rate for the State of Wisconsin is 73 percent, while the nation is at 66.9 percent. The participation rate for Marinette County is 64.9 percent, below both the state and nation. This may be a result of the larger number of older residents in the county that have left the labor force. Based on projections of the aging of the population, it is most likely that the participation rate will decline further below the national and state averages over the next 10 to 20 years.

The chart on the upper right shows the participation rates for both men and women in the county based on age. Participation varies between men and women as well as by age. With the exception of the two youngest age groups, men generally have a higher participation rate. This will vary from county to county. The participation rate for men has been quite stable during the last 50 years, but has dramatically increased for women during that time.

As the labor force is a subset of the total population, it is not surprising that like the population, the labor force is aging. During the next 20 years, the labor force will have a larger portion of its workers

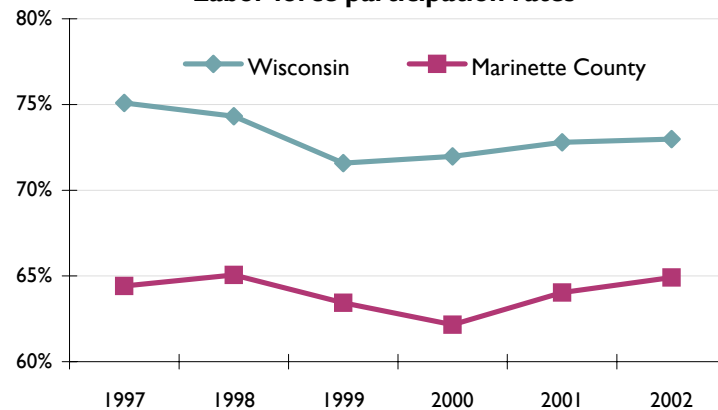
(Continued on page 4)

Marinette Labor Force Participation by Age & Sex in 2000



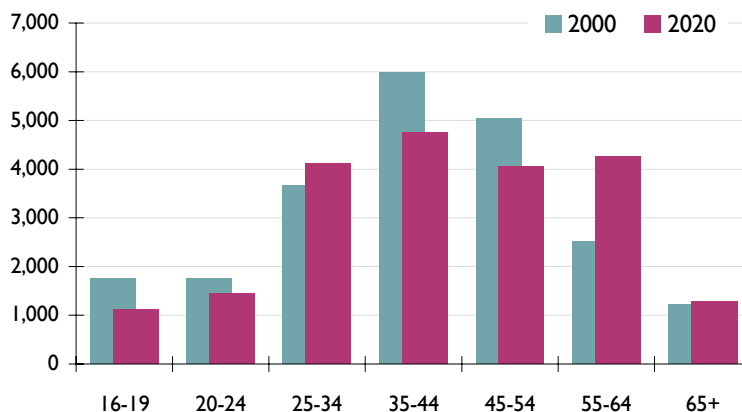
Source: US Dept. of Commerce, Census 2000, Summary file 4, PCT-79

Labor force participation rates



Source: WI DWD, Office of Economic Advisors, 2003

Labor Force by Age in 2000 & 2020 in Marinette County



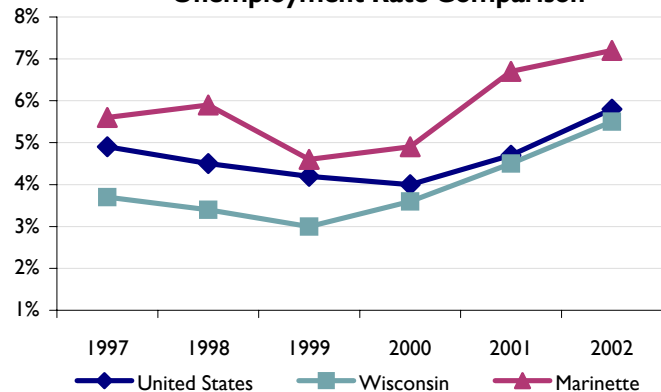
Source: DWD, Office of Economic Advisors, US Census, SF-4 (PCT-79), WI Demographic Services

Marinette County Workforce Profile

over the age of 55 than at the present time.

The unemployment rate for the county has tracked above the state's and nation's unemployment rate consistently for last six years. This has occurred due to some uniqueness in the area's economy. The area has for many years relied heavily on paper manufacturing. This industry has undergone restructuring since the mid-nineties and the area had been transitioning into other industry sectors, however, this was interrupted by the downturn in the national economy beginning in mid to late 2000.

Unemployment Rate Comparison



Marinette County Civilian Labor Force Data

	1997	1998	1999	2000	2001	2002
Labor Force	20,834	21,376	20,777	21,367	22,130	22,242
Employed	19,668	20,125	19,814	20,314	20,654	20,645
Unemployed	1,166	1,251	963	1,053	1,476	1,597
Unemployment Rate	5.6%	5.9%	4.6%	4.9%	6.7%	7.2%

Source: WI DWD, Bureau of Workforce Information, LAUS program, 2003

Occupations in demand

Most of the fastest growing jobs in the region require either an associate or bachelor's degree. This is quite different than the jobs that expect the most openings. The two lists are different in the number of jobs, wages, and training requirements.

Although there are fewer opportunities with the fastest growing occupations, they offer substantially higher wages, and are very transportable to other regions of the state and country.

Many of the fastest growing occupations have a smaller number of positions in the area, so small growth results in a large percent of the field, while many of the occupations with most openings are occupations with a large number of jobs in the area, so it is more difficult to obtain a high growth rate. One other major difference between the two lists is that fastest growth measures only new positions, while the list with most openings contains both new openings and openings created by workers leaving the occupations.

Bay Area Region Occupation Projections: 2010

	Top Ten Occupations	Education & Training Typically Required*	Average Wage**
Fastest Growth	Computer Support Specialists	Associate degree	\$20.38
	Computer Soft Engrs Systms Soft	Bachelor's degree	\$23.35
	Network Systms/Data Comm Anal	Bachelor's degree	\$23.81
	Network/Computer Systems Admin	Bachelor's degree	\$22.13
	Computer Software Engrs Apps	Bachelor's degree	\$26.61
	Database Administrators	Bachelor's degree	\$21.75
	Personal and Home Care Aides	1-month or less training	\$8.44
	Medical Assts	1-12 mo. on-the-job training	\$11.51
	Medical Records/Health Info Techs	Associate degree	\$11.62
	Gaming Services Wrkrs	Postsecondary voc. trng	NA
Most Openings	Comb Food Prep/Serv Wrk/Incl Fast	1-month or less training	\$7.38
	Cashiers	1-month or less training	\$7.50
	Retail Salespersons	1-month or less training	\$10.27
	Waiters/Waitresses	1-month or less training	\$7.11
	Registered Nurses	Bachelor's degree	\$21.98
	Customer Service Reps	1-12 mo. on-the-job training	\$14.56
	Truck Drivers/Heavy/Tractor-Trailer	1-12 mo. on-the-job training	\$17.61
	Labrs/Frght/Stock/Matrl Movers/Hand	1-month or less training	\$10.64
	Office Clerks/General	1-month or less training	\$10.53
	Stock Clerks/Order Fillers	1-month or less training	\$11.33

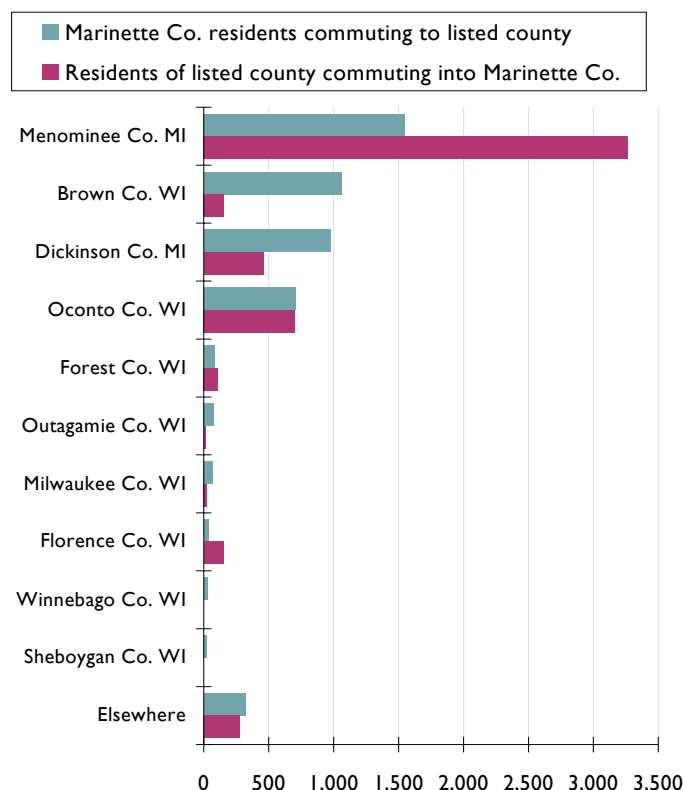
* The most common way to enter the occupation, not the only way

** Wages from Occupation Employment Statistics survey responses for region, 2001
Bay Area WDA includes Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan counties.

Source: WI DWD, Bureau of Workforce Information, 2002

County Commuting Patterns

County commuting patterns are obtained from the decennial census. These patterns generally remain quite consistent from decade to decade. Usually the numbers will change, but if the exchange is a plus or minus does not change. Overall, Marinette County has a positive exchange with workers from other counties.

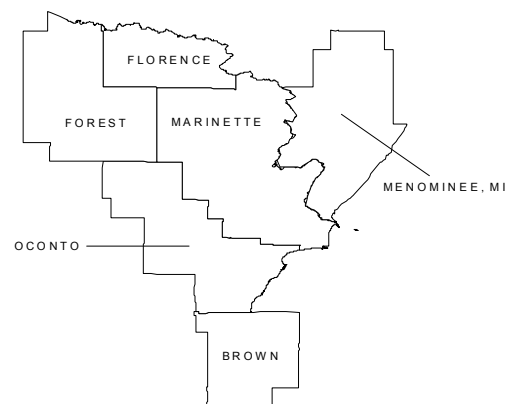


The county receives 220 more workers than leave the county for work. Information from the 2000 Census showed 4,941 workers left the county for work, while 5,161 entered the county for work.

The largest exchange of workers occurs with Menominee County, Michigan. Here 1,550 workers crossover to Michigan to work, while nearly 3,300 come to Marinette for work. The only other counties that Marinette has a positive exchange of commuters with are Florence and Forest Counties. In the other counties Marinette loses workers. The largest loss of workers is with Brown county where 900 more workers go for employment. This is followed by Dickinson County with another 500.

Commuting patterns are not only determined by the availability of jobs and wages, but also on the preference of where one wants to live. Individuals will often move to an area deemed desirable to live in, but still close enough to keep their employment and drive back and forth. Sometimes this is in preparation for retirement and for others it is a quality of life issue. In some instances workers may find the economy has changed and find other employment out of the area, but elect not to relocate, but choose to commute instead for quality of life issues, family support and community involvement.

	Marinette Co. residents commuting to listed county	Residents of listed county commuting into Marinette Co.	Net gain or loss of workers
Menominee Co. MI	1,550	3,267	1,717
Brown Co. WI	1,060	156	-904
Dickinson Co. MI	974	458	-516
Oconto Co. WI	712	701	-11
Forest Co. WI	81	110	29
Outagamie Co. WI	80	13	-67
Milwaukee Co. WI	71	24	-47
Florence Co. WI	36	151	115
Winnebago Co. WI	31	not avail.	not avail.
Sheboygan Co. WI	25	not avail.	not avail.
Elsewhere	321	281	-40



Source: US Dept. of Commerce, Census 2000, County-to-county worker-flow files

Industry Employment -

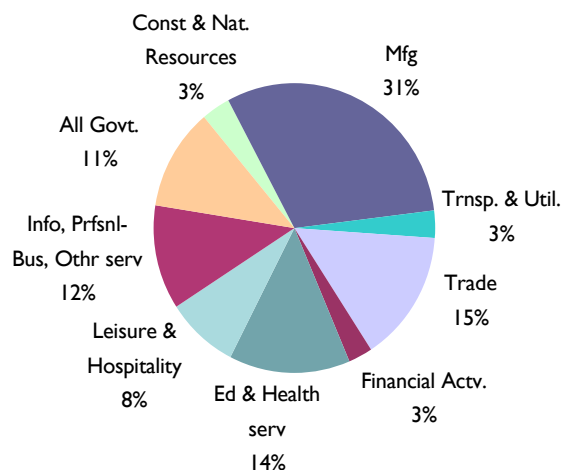
Introducing NAICS (North American Industry Classification System)

Starting in January 2003, employment data has been based on NAICS rather than SIC. Most labor market users are quite familiar with SIC (Standard Industrial Classification) system. The SIC system was developed in the 1930s as a measure of the nation's economy. The system has been revised nearly every ten years since that time, but it is still closely tied to manufacturing industries, as manufacturing represented nearly 50 percent of the economy then. The old SIC system not only emphasized manufacturing, but was also based on ownership rather than

output. If a manufacturer owned a store, it might be included with manufacturing employment rather than retail trade.

Since the inception of the SIC system, the nation's economic base has changed from manufacturing to service based. Currently less than 12 percent of the nation's nonfarm wage and salary employees are working for a business involved in the manufacturing process. About 31 percent of the county's workers are in the manufacturing sector, almost triple the national average.

Marinette County Industry Distribution: 2002



Because of the change over in the classification system, there is not a direct crossover to make a simple comparison with previous years data. The table below shows an approximation of the difference in the classification systems. The new system places a stronger emphasis on the service sectors which have been growing faster than the goods producing sectors during the last 30 years. This should provide planners and counselors better and more timely information on changes that have occurred in the community and to project future change.

Of significance are the creation of new sectors to provide employment data on the information indus-

(Continued on page 7)

2002 Industry Employment in Marinette County: A comparison of two classification systems

NAICS Super-sectors	Employment	Distribution	SIC Industry Divisions	Distribution
Construction, natural resources & mining	696	3%	Construction & Mining	3%
Manufacturing	6,187	31%	Manufacturing	32%
Transportation, warehousing & utilities	653	3%	Transportation, utilities & communication	5%
Trade (wholesale & retail)	2,946	15%	Wholesale trade	3%
			Retail trade	17%
Financial activities	559	3%	Finance, insurance & real estate	3%
Information, professional & business services, other services	2,373	12%	Services & misc (incl. agr, forestry, fishing)	26%
Education and health services	2,800	14%	Government	11%
Leisure & hospitality	1,670	8%		
Government	2,297	11%		

Source: WI DWD, Bureau of Workforce Information, Current Employment Statistics Program, March 2003

Marinette County Workforce Profile

try and the leisure and hospitality industry. These and other service sector jobs have shown more growth nationally as well as locally. Many of the positions in the service industries are professional jobs, and will require a higher percentage of college educated workers.

In the meantime, manufacturing remains the primary

source of employment in the county. Four of the ten largest industry groups in the county are manufacturing. Also of the ten largest public and private employers in the county, seven are from the manufacturing sector. Several of these employers have been affected by the economy and have workers on lay off.

Top 10 Industry Groups in Marinette County

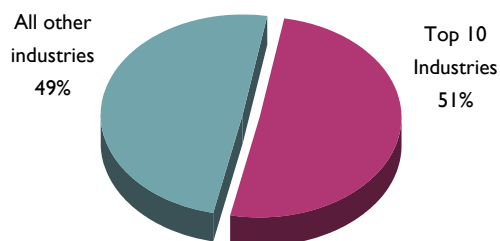
Industry Group	March 2003		Numeric change 2002 - 2003
	Employers	Employees	
Transportation Equipment Manufacturing	6	2,146	276
Educational Services	12	1,457	-41
Food Services and Drinking Places	105	1,279	58
Paper Manufacturing	3	924	48
Primary Metal Manufacturing	*	*	*
Nursing and Residential Care Facilities	12	875	10
Hospitals	*	*	*
Ambulatory Health Care Services	48	682	26
Executive, Legislative, & Gen Government	29	674	-3
Wood Product Manufacturing	19	593	29

*data suppressed to maintain confidentiality

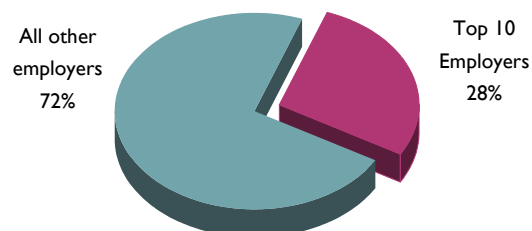
Top 10 Employers in Marinette County

Company	Product or Service	Size
Karl Schmidt Unisia, Inc.	Carburetor, piston, piston ring, and valve manufacturing	1000 +
Marinette Marine Corp.	Ship building and repairing	500-999
Waupaca Foundry, Inc.	Iron foundries	500-999
Bay Area Medical Center, Inc.	General medical & surgical hospitals	500-999
Ansul, Inc.	All other misc. manufacturing	500-999
Marinette Public School	Elementary & secondary schools	250-499
Stora Enso North America Corp.	Paper (except newsprint) mills	250-499
County of Marinette	Executive & legislative offices, combined	250-499
Aerial Co, Inc.	Service establishment equip. and supplies merchant wholes	250-499
Badger Paper Mills, Inc.	Paper (except newsprint) mills	250-499

Share of jobs with top 10 industries



Share of jobs with top 10 employers



Source: WI DWD, Bureau of Workforce Information, ES-202 special report, First quarter, 2003

Marinette County Workforce Profile

The manufacturing industry not only employs the highest percent of the workers in the county, it also pays the highest average annual wage of all of the industries. The average wage in the manufacturing sector has wages well above the state average. This is in part due to the mix of manufacturers in the county.

The total wages paid by the manufacturing sector makes up nearly 46 percent of all wages paid in the county. This is higher than the percent of jobs it provides. That is why this industry has been very important to the area. Fortunately, the area, did not have a decline in this industry between 2001 and 2002 like the state and nation experienced. During that period total employment declined by 28 jobs. Some of the industries that had increases in employment were: natural re-

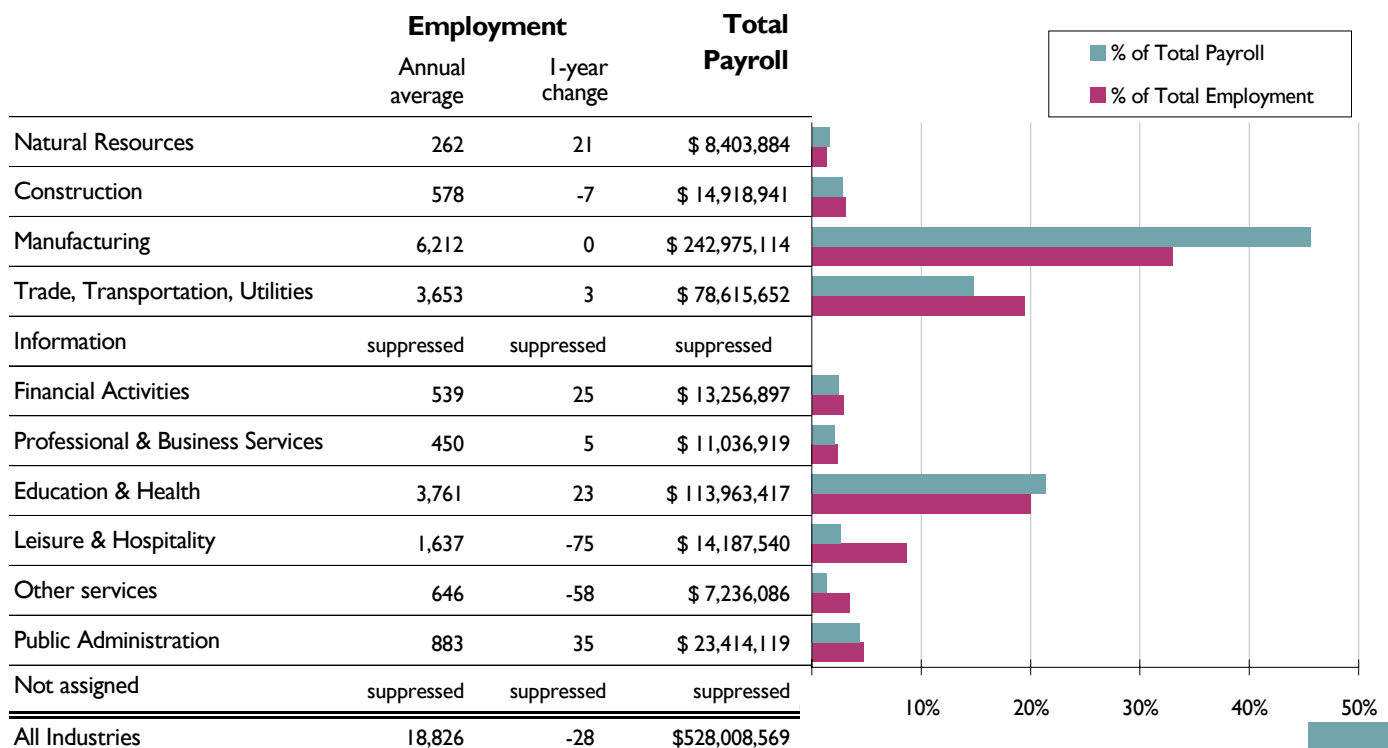
Average Annual Wage by Industry Division in 2002

	Average Annual Wage		Percent of	I-year
	Wisconsin	Marinette County	Wisconsin	% change
All Industries	\$ 32,422	\$ 28,296	87%	6.8%
Natural resources	\$ 25,481	\$ 32,076	126%	1.4%
Construction	\$ 39,649	\$ 25,811	65%	4.1%
Manufacturing	\$ 40,584	\$ 39,114	96%	8.0%
Trade, Transportation, Utilities	\$ 28,422	\$ 21,521	76%	5.0%
Information	\$ 38,871	suppressed	suppressed	suppressed
Financial activities	\$ 40,337	\$ 24,595	61%	4.2%
Professional & Business Services	\$ 36,324	\$ 24,526	68%	7.0%
Education & Health	\$ 33,768	\$ 30,301	90%	6.0%
Leisure & Hospitality	\$ 11,837	\$ 8,667	73%	4.2%
Other services	\$ 19,500	\$ 11,201	57%	4.6%
Public Administration	\$ 33,769	\$ 26,517	79%	0.2%

Source: WI DWD, Bureau of Workforce Information, Covered Employment & Wages, August 2003

sources, trade, transportation, and utilities, financial activities, professional and business services, education and health and public administration. Leisure and hospitality had the largest loss with a decline of 75 jobs. This industry is affected by weather as well as the economy.

2002 Employment and Wage Distribution by Industry in Marinette County



Source: WI DWD, Bureau of Workforce Information, Covered Employment and Wages, August 2003

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid year total population estimates. The majority of PCPI in Marinette County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments.

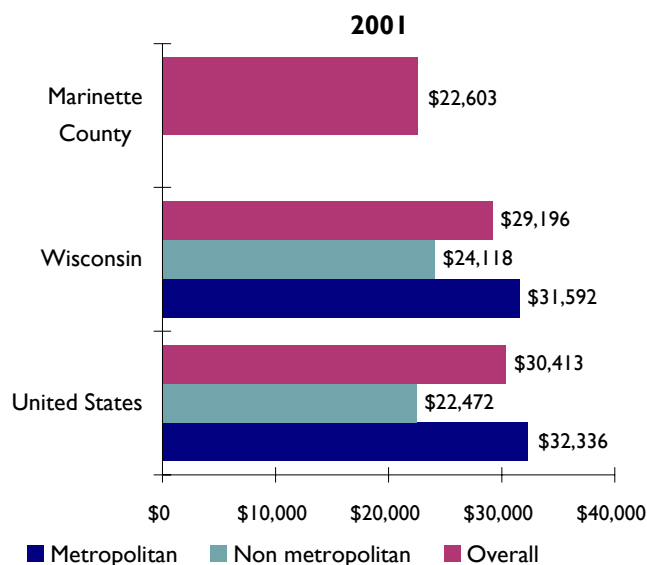
However, the portion that comes from transfer pay-

ments, which includes pensions is higher than either the state or national averages. This is due to the demographics in the county. The county has a higher percentage of older residents than the state and nation, so this is an additional source of income in the region.

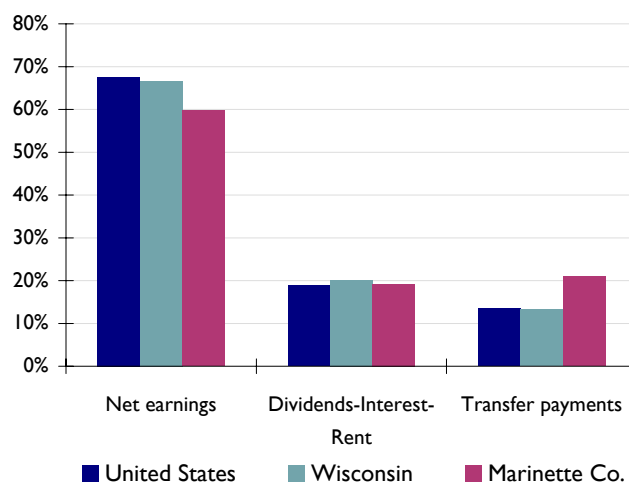
The PCPI in the county is 22,602, which is below the state level of \$29,196 and the national level of \$30,413.

Per Capita Personal Income

	1996	1997	1998	1999	2000	2001	Percent Change	
							1 year	5 year
United States	\$24,270	\$25,412	\$26,893	\$27,880	\$29,760	\$30,413	2.2%	25.3%
Wisconsin	\$23,301	\$24,481	\$26,004	\$26,926	\$28,389	\$29,196	2.8%	25.3%
Marinette County	\$18,526	\$19,480	\$20,430	\$21,110	\$21,935	\$22,603	3.0%	22.0%



Components of Total Personal Income: 2001



Source: US Dept. of Commerce, Bureau of Economic Analysis, State & Local Personal Income, May 2003, CAI-3, CA05

WWW addresses of source data

Wisconsin population estimates and projections:

<http://www.doa.state.wi.us/dir/index.asp>

Education levels of population, labor force participation rates, commuting patterns:

<http://www.census.gov/main/www/cen2000.html>

Labor force estimates (employed and unemployed), industry employment, average annual wages:

<http://www.dwd.state.wi.us/lmi/>

Occupations in-demand:

http://www.dwd.state.wi.us/lmi/wda_map.htm

Per Capita Personal Income:

<http://www.bea.gov/bea/regional/reis>

Profile author:

richard.seidemann@dwd.state.wi.us